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MCoE*

Training the Human Dimension: IET through Reset

Work Groups 1 and 3

20 September 2012



Training the Human Dimension: “Big Ideas”



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1. Physical Domain is the Foundation Component of the Human Dimension
2. First Line Leader is Critical Link in Human Dimension
3. Examine Through Lens of Regional Alignment and Reserve Component Considerations
4. High Payoff Training – both Effective and Efficient
5. Delineation of Responsibility with Institutional and Operational Army



Work Group Three: Training in the Institution



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- What individual training could be accomplished at the Institution in order to leverage the Human Dimension to enhance the Maneuver Force?
- Thesis Statement: The MCoE incorporates Human Dimension Training into current courses at all levels and produces the **cognitive, physical, and moral** competencies desired.
- Discussion Questions:
 - What Human Dimension competencies, attributes are taught at each course?
 - What competencies is the training designed to produce at each level?
 - How do we measure/evaluate these competencies?
 - Is the training producing the desired results?
 - What changes should be made to improve outcomes?



Work Group Three: Training in the Institution



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Challenge

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- Mass entry level training is focused on Social Component of HD. New soldiers need a baseline before moving to Cognitive Development.
- Fitting CSF2 into the POI, without removal of anything else in the POI
- Instructor Certification of ASLTE/MRT/ASAT, to help take this out to Army
- Courses focus on task execution. They do not focus on method of instruction
- Some courses still focused on what to think, not how to think
- Measuring intangible qualities; Trusting instructors to make holistic assessments of students

Best Practices

- BCT/OSUT: "Influence the Influencer" Stay in contact with family to reinforce values.
- Goal sheets in BCT. Can we do this in other Courses?
- Stay linked to the Operational Force. Tell them what we are doing/training, and allow them to provide input and feedback.
- Peer reviews
- Professional Officer Quality grading in MCCC
- Focus on self reflection and self assessment



Work Group Three: Training in the Institution



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Recommendation

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1. Find better ways to attract, select and develop instructors (Project Warrior)
2. Give more flexibility and power to small unit instructors in OES/NCOES schools to give holistic evaluations of students
3. Continue to improve ABIC: It does not “teach how to teach”
4. Counseling Training Program for Instructors
5. Make CSF2 a prerequisite prior to attending a functional course. (Pathfinder, Master Gunner, Jumpmaster)
6. Continue to link Schools with the Force. Must understand what they expect, in order to produce the desired product.
7. OES/NCOES courses tests should evaluate critical thinking, rather than fill in the blank, task type questions.
8. Increase length and quality of training at WLC.
9. Increase use of integrated combined arms simulated exercises as capstone events in courses with limited field time (MCCC, ALC, SLC)
10. More application of topics covered in classroom instruction in NCOES
11. Look for more partnerships with Universities to help continue improve the adult learning model.

Maneuver Center of Excellence - Team of Soldiers, Families, and Civilians from the Best Army in the



Work Group One: Training in Units



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- Problem Statement:

How should maneuver units build training programs that replicate the moral, physical, and cognitive challenges of combat and that enhance Soldier and unit development, effectiveness, and resiliency?

- Discussion Questions:

- 1) What can we do today to improve training, leader, and unit readiness for combat?
- 2) What can we do to improve training, leader, and unit readiness for combat in the future?



Work Group One: Training in Units



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Unit Challenges

1. 17% of the Force is on Profile
2. Resource Constraints:
 - 24 month FORCE GENERATION Training Model
 - Fiscal Budgets
 - Training with Enablers @ Home Station
3. Lack of resourced Training Support Packages to implement Human Dimension Training
 - Train the Trainer
 - Mobile Training Teams
4. LVC-G System Availability / Capabilities
 - Availability to RC
 - Flexibility and knowledge of systems to develop moral and cognitive development - (shoot/don't shoot, different environments)

Best Practices

1. Muscular Skeletal Teams and Athletic Trainer
2. Leader Training / Certification
 - CSF2 - PREP
 - Master Fitness Trainer Program
 - Master Resilience Trainers
3. Simulations to Train Cognitive Skills
 - Medical Simulation Training
 - Dismounted Squad Training System (DSTS) and EST
4. Advanced Situational Awareness Training
5. Creative uses of VBS2 for training combined arms



Work Group One: Training in Units



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Recommendations

1. Expand Muscular Skeletal Teams and Athletic Trainer Team Program from Institutional Army to Operational Force.
 - Attack physical challenges brought on by eleven years of conflict
2. Human Dimension Training Expertise in Units
 - Develop experts to assist the Commander in integrating all available tools across LVC-G domains; and/or
 - Increase Human Dimension Training for Company Commanders
 - Develop Training Support Packages for HD enablers
3. Cognitive Training For Specific Skill Sets
 - Create training opportunities for unique skills required by specialty positions and staff jobs

Example: A specific training program designed to prepare an Officer to be the Support Platoon Leaders; probably in a self-development mode
4. Increase LVC-G Availability to Reserve Components and focus new training initiatives on Regional Alignment of Forces



Training the Human Dimension



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Take Aways

1. Qualified trainers are the key
2. Institution is responsible for the baseline
3. Should be incorporated into all training – not a standalone training event for units
4. Must sustain key linkage between Institution and the Operational Force